

Iowa Department of Human Services

Offer #401-HHS-015: Developing Medical Professional Capacity

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This offer includes the following appropriations:

Medical Professional Capacity

Program Description:

Who:

The Department of Human Services recognizes the need to ensure sufficient numbers of qualified medical professionals exist within the State.

The United States Department of Health and Human Services (HHS), Health Resources and Services Administration designates a Health Professional Shortage Area (HPSA) as having shortages of primary mental health providers and may be geographic (a county or service area), demographic (low income population) or institutional (comprehensive health center, federally qualified health center or other public facility). As of August 2010, there are 3,541 mental health HPSAs in the United States as illustrated in Table 1.

Table 1
HPSA – Number, Population, and Additional Practitioners Needed
for Geographic Areas, Population Groups, and Facilities¹

Mental Health Area	# of Designations	Population of Designated HPSAs	Practitioners Needed to Remove Designations ²	Estimated Underserved Population ³	Practitioners Needed to Achieve Target Ratios ⁴
Service Area	1,079	76,387,521	1,000	N/A	N/A
Population Group	116	6,578,477	67	N/A	N/A
Facility	2,346	1,673,694	1,131	N/A	N/A
Mental Health HSPA Totals	3,541	84,639,692	2,198	62,259,144	5,606

Based on the same data available from the U.S. Department of Health and Human Services, Health Resources and Services Administration, there are 55 designated Health Professional Shortage Areas in the State of Iowa as of August 2010 as illustrated in Table 2. The HHS estimates that an additional 28

¹ Source: US Department of Health and Human Services, Health Resources and Services Administration as of August 22, 2010

² The number of additional psychiatrists needed to achieve a population-to-psychiatrist ratio of 30,000:1 (20,000:1 where high needs are indicated) in all designated mental health HPSAs, resulting in their removal from designation.

³ The estimated underserved population is computed by multiplying the number of practitioners in the area by target population-to-practitioner ratios (10,000:1 for mental health), and subtracting this figure from the area population.

⁴ The number of additional practitioners needed to achieve a population-to-practitioner ratio of 10,000:1 for mental health in all designated HPSAs so that their populations are adequately served.

mental health practitioners are needed to remove the HPSA designation. In order to achieve a 10,000:1 ratio of population-to-practitioner, the State of Iowa would need an additional 119 mental health practitioners.

Table 2
HPSA – State Detail for Mental Health Regardless
of Metropolitan / Non-Metropolitan Status – State of Iowa⁵

Total Designations	Total Population	Estimated Unserved Population (10,000:1)	Practitioners needed to:	
			Remove Designation	Achieve 10,000:1
55 ⁶	1,675,650	1,276,429	28	119

What:

The Department proposes to provide opportunities for ongoing education and fellowship for medical professionals, in addition to a stipend for Physician Assistants (PA), Advanced Registered Nurse Practitioners (ARNP), and psychologists.

A number of Iowa DHS-operated institutions currently provide internships and/or fellowship experiences for registered nurses, social workers, etc. By ensuring sufficient numbers of qualified medical personnel to provide the legally-required supervision and oversight, State-operated institutions could increase the number of advanced medical professionals recruited to work for the State. By providing sufficient incentives to entice advanced medical professionals to work at State-operated institutions, the State as a whole would position itself as one of the premier places to work as a medical professional.

In response to the projected impact surrounding the Federal expansion of Medicaid benefits, it is critical that the State position itself to ensure sufficient numbers of medical professionals to provide services to the anticipated increase in individuals eligible for benefits.

How:

The Department proposes to utilize funding to provide opportunities for ongoing education and fellowship, in addition to a stipend for PAs, ARNPs, and psychologists. Initiative efforts include, but are not limited to the following:

- Provide financial incentive to the two PA training programs in Iowa to provide recruitment, initial screening, documentation strategy, and any clinical supervision required for PAs who would join a mental health institute to receive one year's clinical training in psychiatry.
- Provide a financial incentive to colleges and universities currently offering specialization program in psychiatry to ARNPs for recruitment, initial screening, documentation strategy, and any clinical supervision required for ARNPs to receive one year's clinical training in psychiatry at the mental health institutes.
- Offer student loan reimbursement for any PA and ARNP who would agree to work full-time at a State-operated facility. The candidate would commit to work at least three (3) years at the facility.

⁵ Source: US Department of Health and Human Services, Health Resources and Services Administration as of August 22, 2010

⁶ Service Area = 16, Population Group = 0, Facility = 39.

- Offer tuition assistance to existing registered nurses to pursue education to become an ARNP, with the commitment to stay two (2) years at a State-operated facility upon the completion of the training.
- Provide a financial incentive to a professional organization to provide the recruitment, initial screening, documentation strategy, and any clinical supervision required for post-doctoral psychologists to receive one year's clinical training at a State-operated facility.
- Offer student loan reimbursement for any licensed psychologist and require a commitment to stay five (5) years after the loan reimbursement period.
- Offer tuition assistance to existing employees. Offer existing employees who meet some pre-established criteria tuition reimbursement to pursue education in the area of psychology, with the commitment to stay, three years after the tuition assistance reimbursement period.
- Partner with affected stakeholders to discuss with policy makers the authority to grant prescription privileges to licensed psychologists.

Results Achieved:

Result:	SFY 2010 Actual Level	SFY 2011 Projected Level	SFY 2012 Offer Level
Number of full time Physician Assistants (PA) enrolled in intern/fellowship programs at State-operated facilities on June 30 th	n/a	n/a	4
Number of full time Advanced Registered Nurse Practitioners (ARNP) enrolled in intern/fellowship programs at State-operated facilities on June 30 th	n/a	n/a	4
Number of full time licensed psychologists enrolled in intern/fellowship programs at State-operated facilities on June 30 th	n/a	n/a	2

Legal Requirements:

Federal:

Most State-operated institutions have Federal requirements to ensure the provision of quality services to those individuals residing at the institutions.

State:

All State-operated institutions have State requirements to ensure the provision of quality services to those individuals residing at the institutions.